

29 November 1977

MEMORANDUM FOR: Training Officer, *PTD*  
FROM :   
NFAC Senior Training Officer  
SUBJECT : President's Executive Interchange  
Program ,

1. The attached pamphlet describes the President's Executive Interchange Program for 1978-79.

2. Presidential Interchange Executives are usually between the ages of 30 to 40, in the GS-13 to GS-15 range. Nominations should be limited to those high-potential executives who have: a proven record of management ability, a high intellectual capacity and demonstrated leadership ability, the potential to become senior career executives in the federal government, and a superior grade/age relationship. Employees selected must attend on a completely overt basis.

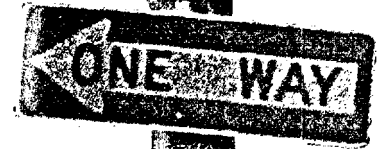
3. If you have a candidate you wish to nominate, please send a nominating statement, updated biographic profile, and official personnel file to the NFAC Administrative Staff, 2F28 Hqs, no later than 12 December 1977. Negative responses will be appreciated.

Attachment:  
as stated



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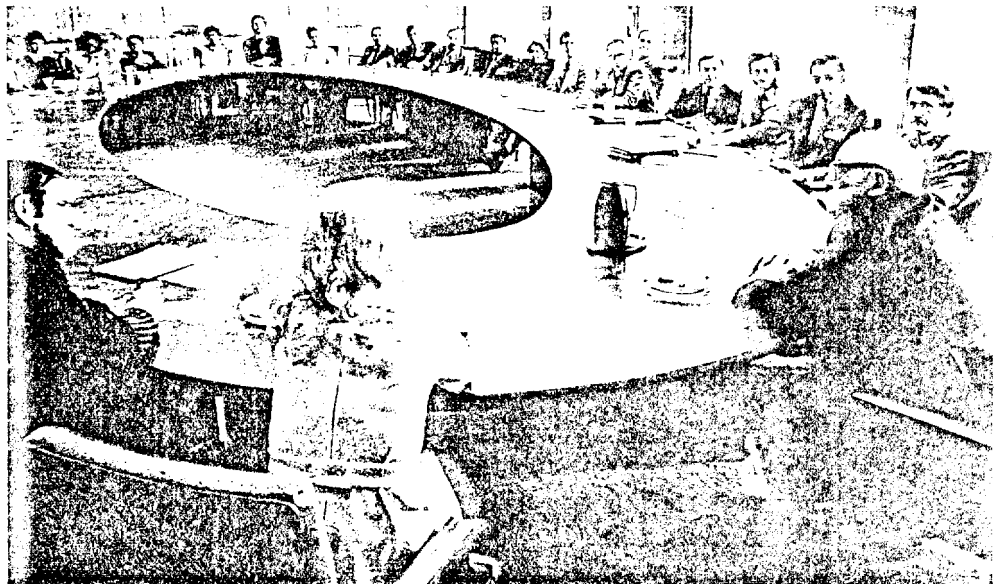


Government/Business  
**Chances**  
are you  
only know  
the half  
of it.

During the Interchange Year (September through August), private sector host organizations pay Interchange Executives the same salary they would have received from their sponsoring Federal agencies. (Fringe benefits remain the responsibility of the sponsoring agency, however, as do moving expenses.) The host organization also allows released time for educational activities and pays expenses for those activities.

To get ahead in today's complex Business and Government arena you need to know all sides of the story. That's the purpose of the President's Executive Interchange Program. Senior grade managers must be knowledgeable, not only of the latest management techniques in government, but also of the operations of the private sector. Increasingly, advancement into higher level management positions requires a thorough understanding of the structure and goals of both government and business. Knowing only half the story is no longer enough.

The program provides this management development opportunity, plus encouraging closer cooperation between government and business. Exceptional men and women are needed to spend a year working in the business world, bringing their talents and expertise to bear on private sector tasks, then returning to the Federal arena with a broader vision of how business and government can improve their operations and work together effectively.

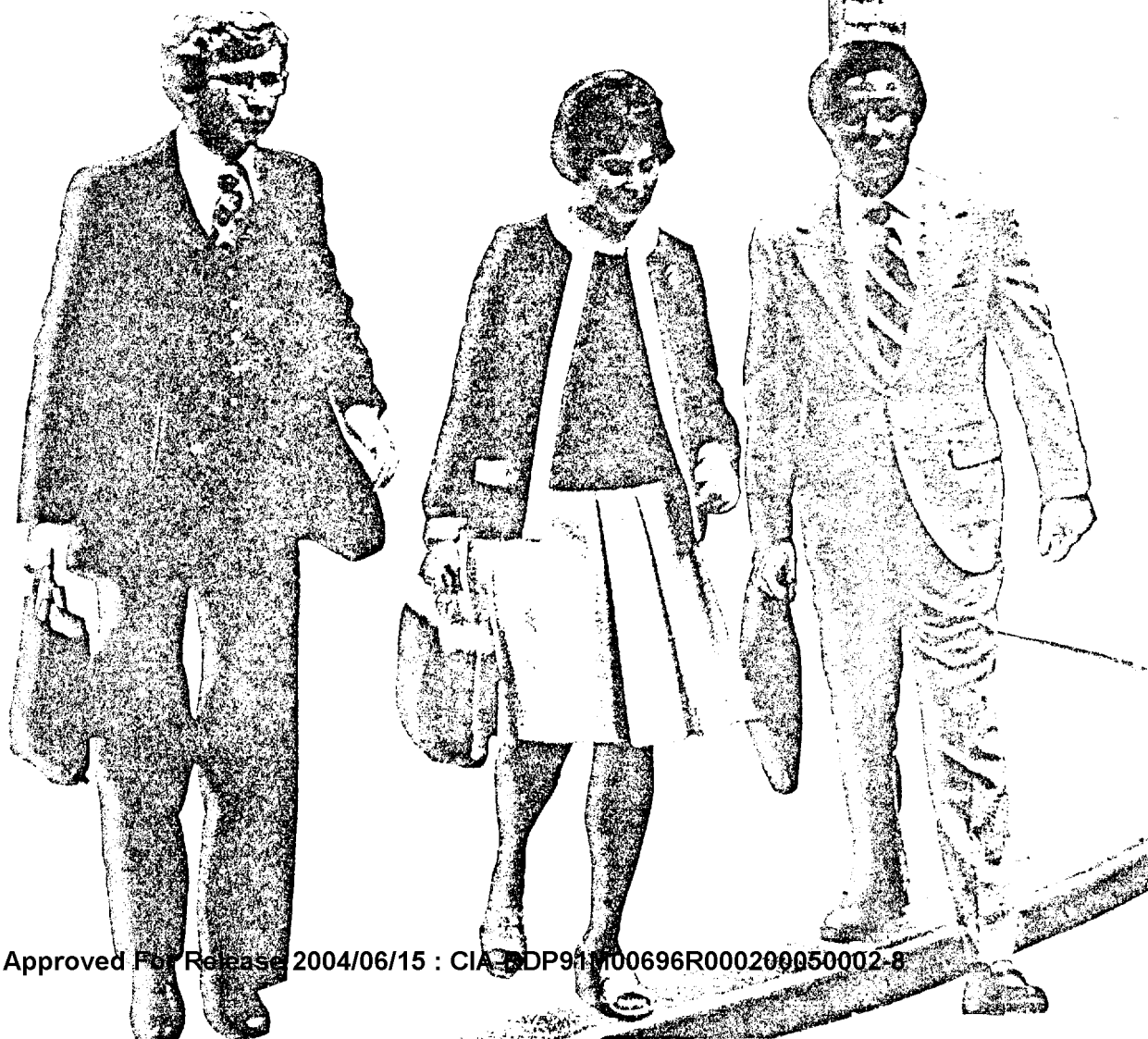


## HOW IT WORKS

Interchange Executives from the Federal Government are nominated by their agency heads on the basis of high potential for advancement, demonstrated job accomplishments, integrity, intellectual ability, and willingness to relocate. While there are no age or grade limits, Interchange Executives are usually between 30 and 45 and GS 13, 14, or 15.

The President's Commission on Personnel Interchange reviews these nominations (which must be received by February 1), selects candidates to be

interviewed, and matches the chosen candidates with the best available private sector positions, taking into account the executives' backgrounds, interests, and abilities. Assignments that might lead to even the appearance of a conflict of interest are carefully screened out.



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## EDUCATION PROGRAM

The educational component of the President's Executive Interchange Program rests on a series of joint conferences:

- a five-day orientation meeting to introduce executives to the philosophy, operations, and problems of the private sector.
- a mid-year European study seminar to examine the trading, political, and military policies of various nations and to explore their relationships with the United States, the European Community, and NATO.
- a year-end conference to evaluate the Interchange Year and discuss the implications of re-entry into the executives' sponsoring Federal agencies.

Other informational and training sessions are conducted by host organizations, addressing issues that face the private sector.

## OBJECTIVES

The primary objective of the President's Executive Interchange Program is to promote a better working relationship between government and business. In addition, the program is designed to:

- provide professional growth for high-caliber executives
- exchange management expertise and innovative techniques
- build a cadre of executives with experience in both government and business who can be called on to serve on Federal advisory bodies and high appointive positions in the future.



## FOR MORE INFORMATION

Contact your agency personnel officer or the  
**President's Commission on Personnel Interchange**  
1900 E Street, N.W.,  
Washington, D. C. 20415, or  
phone (202) 632-6834.

1 December 1977

NOTE FOR: All NIOs

The Office of Research and Development is going into its annual exercise intended to discover new problem areas that it might devote some attention to. I have been asked to solicit your opinions as to whether you have identified any such areas that might lend themselves to solution through the application of computer technology. If so, please let me know and I will have an ORD officer come to talk with you in some detail.



SA/NIO Support

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